**Name - \_\_\_\_\_Kathy Waite\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

*Identify key questions you might use in your coaching conversation.*

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| **Key Areas** | **Observation Notes** |
| * Type of Coaching Conversation * Directive/ Instructional * Collaborative * Facilitative/ Supportive | * Which type of Coaching Conversation is being planned? * Facilitative/supportive  5th grade classroom concern with disrespect interfering with Learning environment for all students. **PURPOSE of the COACHING CONVERSATION:**  　 **OBJECTIVE QUESTIONS: WHAT?** |
| * Purpose of the Coaching Conversation | * Develop a plan to decrease events of disrespect and disruption to the learning environment. |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * What events of disrespect are most frequent? What have you observed happening immediately before the disrespectful event/comment? When are they occuring most frequently? Which students are demonstrating disrespectful behaviors the most frequently? How are the ‘disrespectful’ students held accountable for their disrespectful behavior? Have you made the phone calls to parents to gain their support for appropriate behavior in the classroom? Share their comments/thoughts/level of support. Paraphrase information from Objective Questions? |
| * *Reflective Questions* * The “what about the what” * Emotional | * What do you think are some reasons for this disrespectful behavior? What have you tried to modify the behavior of concern? What did you hope would change with your interventions? Frequency of events, number of students involved with inappropriate behaviors? What did happen?　 How are you feeling about your room arrangement?　 How are you feeling about the plan you are using? What seemed to really work for you?　 What didn’t seem to work for you?　 Summarize information from Reflective Questions. |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * So what might be some other options to improve this situation? What might be the results if we altered the present plan? What are some things you could implement to extinguish the disrespectful behaviors? What about parental support?　 What insights have you gained about how this situation has developed and currently exists?　 Summarize the information from the Interpretive Questions. |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * What are the next steps you will take to alter your current plan of action? What supports will you need to continue to improve the learning environment in your classroom?　 Summarize the information from the Decisional Questions. |
| * *Based on the Decision, what are the responsibilities of the administrator?*   *This area will be completed after the conversation – to summarize the “next steps” of the administrator.* |  |
| * *Based on the Decision, what are my responsibilities?*   *This area will be completed after the conversation – to summarize the “next steps” and responsibilities of the coach.* |  |

**Reflection on the Coaching Conversation**

**Name: Kathy Waite**

**Date: Feb. 5, 2010**

**Type of Coaching Conversation: Directive/Supportive Facilitative/Supportive**

**Reflect on the coaching conversation you completed with the administrator:**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself? The conference was very focused; the questions seemed to help Sharon realize ‘how’ she could alter what she was doing to better extinguish the disrespectful behaviors.**

**What was most challenging for you during the conversation? The most challenging part of the conversation was being quiet and allowing processing time for the teacher. Most pleasing? When the teacher was able to come up with solutions to improve the plan she was using.**

**What might be some things you would do differently/the same in your next conversation? I will continue to plan the questions for a guide in my next conversation.**

**What techniques will you specifically address in your next coaching conversation?**

**Paraphrasing what the teacher says; continued use of open ended questions; allowing wait time for processing.**